

NATIONAL SEARCH PROSPECTUS

PROVOST & VICE PRESIDENT for ACADEMIC AFFAIRS



Western Oregon
UNIVERSITY

THE OPPORTUNITY

Transformative Change

Western Oregon University is excited to recruit and welcome WOU's next Provost and Vice President for Academic Affairs (Provost) during a time of positive transformation. The Provost will have a career-defining opportunity to elevate the university's position as an accessible institution uniquely tailored to the needs of its diverse student body. Working in partnership with the President, Western Oregon University's next Provost will play a central role in defining the future of WOU as an innovative and responsive university known for student support and commitment to inclusivity.

Inspiring Mission and Vision

WOU's mission statement and vision capture the core of its character and the essence of this leadership opportunity: "Western Oregon University creates lasting opportunities for student success through transformative education and personalized support." This ethos is amplified by WOU's strategic vision "to become Oregon's campus of choice for students, faculty and staff who seek a student-centered learning community." That, coupled with our commitment to serving historically underserved students, sets us up to make a real and significant difference in the higher education landscape.



Commitment to Diversity, Equity, Inclusion, Accessibility

With a student enrollment of nearly 25% Latinx and 37% students of color, the university has created space intentionally for diversity, equity, inclusion, and accessibility to reside at the forefront of the WOU experience. WOU is the first and only public university in Oregon to have formed a standing Board of Trustees committee on Diversity, Equity, Inclusion and Accessibility to ensure these values manifest at all levels. WOU's next Provost will exemplify these values and incorporate them into their leadership of the campus. WOU is looking for equity-minded applicants who demonstrate a sensitivity to and appreciation for the complexity of the world. We draw our strength as a community from our variety of backgrounds, abilities, cultural experiences, identities, knowledge domains and means of expression. The success of all of Western's students demands a partnership between Academic Affairs

and Student Affairs, and the Provost will work within a positive environment of collaboration and exploration. We are ready to get some things accomplished, to implement new ideas and new vision focused on student success.

A robust Diversity Action Plan is in motion thanks to the tireless efforts of WOU's Diversity and Inclusion Advisory Committee (UDIAC). This Plan led to hiring WOU's first Executive Director for Diversity, Equity, and Inclusion, reporting to the President. WOU is expanding upon its long-standing outreach and service to underserved communities, including, but not limited to, students of color, rural students, veterans, LGBTQIA+ students, first-generation students, and returning adult learners. For decades, WOU has served these communities, including the sizeable Latinx population in the greater mid-Willamette Valley and beyond. Examples of WOU's commitments include the Multicultural Student Services and Programs (MSSP) Office, the Cesar E. Chavez Leadership Conference (link [here](#)), an innovative Bilingual Teacher Scholars program, a new Freedom Center inspired by student voices, and recognition as an Emerging Hispanic-Serving Institution (HSI). The President is committed to strengthening the ways we serve diverse students and is looking for another partner to join the team of leaders.



Academic Programs of Excellence and Distinction

WOU is changing the lives of students and contributing to the vitality of the State of Oregon through high quality, relevant, and unique academic programs. WOU's College of Education produces more teachers than any post-secondary institution—public or private—in the State of Oregon. The recently revised general education curriculum, with the liberal arts experience at its core, prepares students to succeed and thrive. WOU's largest majors—education, business, psychology, criminal justice, and exercise science—demonstrate the impact and reach of a public, regional, mid-sized comprehensive university. WOU enjoys a nationally recognized reputation in deaf and hard-of-hearing programs, including American Sign Language programs, and receives substantial grants for Deaf-Blind initiatives. WOU's new facility in Salem, Oregon is primed to facilitate degree completion, reach thousands of adult learners in the region, advance key graduate programs, and cultivate meaningful partnerships with the State and beyond. WOU is poised to seize upon growth opportunities, such as its interdisciplinary Masters program in Organizational Leadership and a new Criminal Justice graduate program emphasizing social justice. The Oregon Legislature recently granted WOU (and Oregon's two other

regional universities) the authority to create professional doctorates, such as doctoral programs in Physical Therapy and Occupational Therapy.

In collaboration with WOU's dynamic President and capable faculty, the Provost will have the opportunity, while leveraging the climate of innovation, to ensure the curriculum and programs resonate with WOU's students of the future, making the necessary changes to attract students and serve Oregon for years to come.

Exceptional Sponsored Projects and Research



Western Oregon University exceeds its peer institutions for sponsored projects and research. The Sponsored Projects Office (SPO) supports the scholarship, research, teaching and programmatic missions of the University by providing guidance and oversight to faculty and staff at every stage of the external funding processing, including identifying funding opportunities, proposal development and submission, post-award management, and compliance. Under the guidance of SPO, WOU faculty and staff submitted nearly \$29 million in grant proposals in FY22 and experienced a 70% success rate in proposals awarded for FY22.

The Research Institute (TRI) has been serving Oregon for over 60 years through a large array of externally funded projects and Centers. TRI's impact on early childhood education, in particular, has made lasting national and regional impacts. Project leaders and researchers at TRI continue to improve the quality of life for children, families and individuals throughout Oregon and the nation. Mostly recently, TRI's Center on Early Learning and Youth Development played a vital role in Oregon's child care emergency pandemic response, currently runs Oregon's child care quality rating system and the child care resource and referral system, and is in the process of implementing Oregon's first ever child care substitute provider system. In FY22, TRI was awarded over \$9.8 million in federal and state grants.



THE ROLE OF PROVOST

As the university's chief academic officer, and reporting directly to the President, the Provost has oversight responsibility for academic affairs, which includes all colleges, Hamersly Library, graduate programs, the Sponsored Projects Office, The Research Institute, international programs, academic advising, and the registrar. The university offers more than 50 undergraduate majors, an honors program, ten graduate programs, and a variety of graduate specializations, endorsements, and certificates.

The Provost also works closely with Western Oregon University's Board of Trustees, which has a standing academic and student affairs committee. The committee considers matters pertaining to the teaching, research, and public service programs of the university, as well as matters related to accreditation, educational policies, and academic integrity and excellence. Long-term goals include the continuing development and enhancement of key relationships with all members of the President's Cabinet, all divisions of the University, key staff members of the Higher Education Coordinating Commission, Provosts from the other Oregon public universities, external accreditors, students, and external constituents while creating a working environment that is professional, collegial, respectful, enjoyable, caring, diverse, and inclusive.



Other major responsibilities include:

- Advancing the vision, mission, and core values of the university, including being an enthusiastic spokesperson for WOU with internal and external constituencies.
- Working with the President in fund-raising, alumni relations, community relations, industry relations, etc.
- Supporting research, scholarly, creative, and service activities of faculty and students.
- Leading College Deans in promoting academic excellence through degree programs, student success, and faculty teaching, research, and service.
- Promoting inclusion and transparency, which will involve the campus community as partners in decision-making processes as they help to set and meet the highest standards.
- Fostering student success and engagement by creating an environment that cultivates student success, holistic development, and student engagement.
- Strategic planning, administration, and fiscal management.
- Leading and fortifying an environment of diversity, equity, inclusion, and accessibility at all levels of the organization.
- Nurturing relationships and entrepreneurship, including developing partnerships and fostering positive relations with donors, foundations, granting agencies, University alumni, and legislative representatives at local, state, national, and/or international levels.
- Work in collaboration with University units to develop and expand community, regional, and workforce partnerships.
- Administering the tenure and promotion processes.
- Fostering the organized and strategic development of "High-Impact Practices" across the curriculum and campus to stimulate engaged learning and support student success.

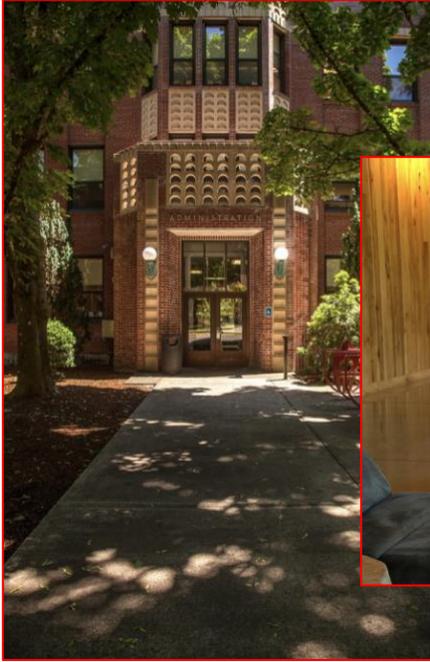
QUALIFICATIONS & KEY ATTRIBUTES

Required Qualifications

- Earned doctorate or appropriate terminal degree and earned tenure with qualifications meriting appointment at the rank of full professor in an academic discipline at WOU.
- Record of progressively advancing higher education leadership responsibilities, positions, and success.
- Demonstrated ability to manage financial resources, complex budgets, and personnel.
- Commitment to shared governance in a higher education setting.
- Demonstrated experience working with and supporting the success of people who have diverse backgrounds, cultures, and languages
- A spirit of collaboration and innovation.

Desired Qualifications

- An excellent academic record of teaching excellence, scholarship, and service.
- Experience in improving academic excellence and student success through graduation.
- Experience with developing innovative academic programs at the undergraduate and/or graduate level.
- Evidence of using a systems approach in analysis and problem solving.
- Experience with budget models that reward productivity, effectiveness, and innovation.
- Demonstrated knowledge of critical issues in higher education, including shared governance, collective bargaining, and accreditation.
- Evidence of outstanding organizational, interpersonal, and advocacy skills.
- Appreciation for the higher education landscape, including the role of a public regional comprehensive university.
- Evidence of the ability to communicate effectively with internal and external groups.
- Experience in internationalized curricula and global initiatives in higher education.
- Evidence of commitment to transformative diversity and social justice.
- Commitment to evidence-based decision-making processes.
- Evidence and commitment to open and transparent governance that includes actively sharing information with the campus community as well as implementing processes that ensure transparency.
- Demonstrated understanding of complexities involved with student-centered technological innovation, online learning, and delivery across multiple learning modalities.
- Ability to balance entrepreneurial approaches to educational markets with academic rigor and student satisfaction.



Desired Attributes

- A self-starter with a “builder” mentality, bringing a diverse strategy that encompasses inventive academic and student success models.
- Strategic, forward thinking, and future-oriented mindset.
- Commitment an ability to reach across divisions and create cross-divisional teams.
- Commitment to consensus-building, shared governance, and constructive interactions through transparent and collaborative leadership.
- Open and transparent communication style with excellent interpersonal communication skills.
- An energetic, well-grounded, service-oriented personality.
- High emotional intelligence. One who inspires commitment rather than driving compliance.
- Student-centered with a deep passion for student success and the student experience.
- A visible and accessible approach to leadership.
- A strong moral compass with personal and professional integrity beyond reproach.
- Politically astute. Able to communicate a position in a non-polarizing manner.
- A bias for action; a record of setting and surpassing objectives; and a proven “can do” drive to execute strategies and produce results beyond expectations.
- A critical/strategic thinker and problem solver.
- A demonstrated ability to represent an institution and interact in a social setting with ease and grace.
- An appreciation for serving the educational needs of an economically and demographically diverse population.
- Ability to positively influence people, be a catalyst for progress, and make a decisive impact.
- An appreciation for the full range of academic disciplines and lifelong educational programs represented on campus and online.

KEY ATTRACTORS TO THE ROLE

- An unprecedented opportunity to lead a distinctive university through transformative change and have a meaningful impact on the lives of students, their families, the greater community, and state.
- Empowerment to create a new path, rather than simply modeling another institution.
- Working with talented, courageous, caring, curious and cooperative people who are open to continuous improvement and change.
- Immersion in a diverse campus community where students say they feel seen and heard by professors, peers, and staff – a community where there is a palpable sense of hope for the future.
- A rare opportunity to build upon an already strong, proven commitment to student success, engaged scholarship, service, and scholarly research to develop students' talents and prepare them for success in a dynamic global society.
- Enjoy the autonomy to bring your best ideas and create the ideal model within an environment where you will be listened to, heard, and affirmed.
- Further grow a team that continually delivers quality instruction and exceptional student experience, and advance an organizational environment of shared challenges, opportunities, solutions, and rewards.



Quality of Life - Monmouth

WOU's location in the mid-Willamette Valley also presents unique opportunities for the next Provost. Just west of the State Capitol in Salem, 63 miles south of Portland, 50 miles from the spectacular Oregon coast, and 100 miles from mountain recreation, the vibrant community of Monmouth is in the heart of Oregon's wine growing and hop growing region. Monmouth and its connected city of Independence boast small-town charm with antique shops, local restaurants, galleries, and outdoor amphitheaters, community celebrations and musical performances, many of which are hosted on WOU's campus and Rice Auditorium (link [here](#)). The cities are surrounded by miles of bike trails, mountains for hiking, and watersports such as canoeing, kayaking, and fishing on the Willamette River. Monmouth is known as a great place to host friends and raise a family. There is something in Monmouth for just about everyone.



WESTERN OREGON UNIVERSITY

Quick Facts

Year founded: 1856

Total enrollment: Fall 2022 - 3752

Number of undergraduate students: Fall 2022 - 3320

Number of graduate students: Fall 2022 - 432

Location: Monmouth, Oregon and Salem, Oregon

Miles from Portland: 63

Campus size (acres): 157

Number of majors: 46

Largest majors: Education, Psychology, Business, Criminal Justice, Exercise Science

Student-to-faculty ratio: 12:1

Average class size: 15

Acceptance rate: 92% (undergraduate)

Students receiving financial aid: 79% (all undergraduates)

Geographic origins of undergraduate students:

- In-state: 79%
- Out-of-state: 20%
- International: 1%
- Students of color: 36%

Athletics: NCAA Division II; Great Northwest Athletic Conference; Lone Star Conference (Affiliate Member, Football)



Key Web Links

The university's website is www.wou.edu.

Information on President Peters is available here: <https://wou.edu/president/>

Information on the Board of Trustees may be viewed at www.wou.edu/board.

WOU's current Strategic Plan—Forward Together—may be viewed [here](#).

Academic Affairs organization chart may be viewed [here](#).

WOU's academic programs may be viewed [here](#).

WOU's Board Statement on Diversity, Equity, Inclusion and Accessibility may be viewed [here](#).



Accreditation

UNIVERSITY ACCREDITATION:

WOU is accredited by the Northwest Commission on Colleges and Universities (NWCCU).

PROGRAM ACCREDITATION:

Council for Accreditation of Educator Preparation (CAEP), the Oregon Teacher Standards and Practices Commission (TSPC), the Council for Accreditation of Counseling and Related Educational Programs, Commission on Collegiate Interpreter Education, and the National Association of Schools of Music (NASM).

NOMINATIONS & APPLICATIONS



The Search Committee invites letters of interest and nominations to be submitted directly to the search firm, Anthem Executive. Correspondence should include a curriculum vitae and a letter of interest describing relevant experience and interest in the position, and should be submitted to Scott Watson, Michael Ballew, or Florene Stawowy at:

WOUProvost@AnthemExecutive.com

While applications and nominations will be accepted until a new Provost is selected, interested parties are encouraged to submit their materials as soon as possible to assure optimal consideration. Expressing interest is the first step in receiving consideration and does not make one an applicant for the position.



AnthemExecutive.com

Western Oregon University is committed to providing equal access and opportunity to employees, applicants for employment, and service providers without regard to age, disability, gender, genetic information, national origin, race, religion, sexual orientation, or status as a Vietnam War Era Veteran.

WOU is not considering candidates who require Visa sponsorship support. Additionally, the University typically only considers visa support for employees placed in specialized positions that are continuing regular University appointments.

If any candidate would like to request disability-related accommodation(s), please notify WOU's Executive Director of Diversity, Equity and Inclusion, Dominique Vargas at vargasd@wou.edu or 503-838-9518, and the university will coordinate with Anthem Executive on appropriate and accessible accommodations.

